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AUTHOR McKnab, Paul
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ABSTRACT

This report presents 11 tables providing data on the number of Kansas special education personnel employed in the 1990-91 academic year who did not return for the 1991-92 academic year. Table 1 presents the personnel attrition rates for each year from 1976-77 through 1990-91. Table 2 presents personnel attrition data for 1990-91 organized by category of special education specialty. Table 3 is a summary table of attrition data and percentages for all categories from 1976-77 through 1990-91. The remaining tables, Tables 4 through 11, report the attrition rates by level of instruction, district size, urban versus rural districts, type of administrative plan, geographic region, service delivery model, and type of assignment (teaching versus support personnel). (DB)

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Attrition of Special Education Personnel in Kansas from 1990-91 to 1991-92

Paul McKnab, Ed.D.
Division of Psychology and Special Education
July 1, 1992

Emporia State University
Emporia, Kansas 66801
316-343-5821

EC 301 684

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Attrition of Special Education Personnel in Kansas from 1990-91 to 1991-92

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The tables report the number of Kansas special education personnel employed in the 1990-91 academic year who did not return for the 1991-92 academic year. Computer tapes obtained from the Kansas State Board of Education were used to determine the attrition results. The data tapes were compared on social security numbers to identify the personnel who were employed at any time during 1990-91, but not at the start of the 1991-92 academic year. A "leaver" is an individual employed in special education in 1990-91 who did not return to Kansas to teach special education for the 1991-92 academic year.

Table 1 presents the special education personnel attrition rates for each year from 1977 through the 1990-91 academic year. When school started in September of 1991, 504 out of

the 5469 special education personnel (9.2%) employed in 1990 did not return to special education employment in Kansas. The total attrition of 504 was a increase from the previous year when 402 personnel did not return. However, this current year had the second lowest attrition rate since the beginning of the compilation of the data in 1977. Last year's rate was the lowest at 7.7%. It is the fourth year in a row that the attrition rate has been below ten percent.

Table 2 presents the special education personnel attrition data for 1990-91 organized by category in descending order of attrition rate. The attrition rates for the categories ranged from 33% to 0%, with the rates for the two extremes based on small sample sizes. Kansas uses the term "interrelated" to describe classes that have students from more than one category. In Table 2, the data for the six separate interrelated categories are presented in the body of the table. At the bottom of the table is an entry for the total attrition rate for the six interrelated categories ("Total for Interrelated"), indicating a rate of 8%.

Table 3 is a summary table indicating attrition data and percentages for all categories for the years of 1976-77 through 1990-91. The categories are arranged in order of attrition rate. Over the years, some of the categories used

by the Kansas State Board of Education have been combined or otherwise changed. Therefore, some of the categories appearing on Table 3, which summarizes the results since 1976-77, do not appear on Tables 2, 10, and 11 for this year. The average attrition rate for all categories from 1976-77 to 1990-91 was 12 percent.

The remaining tables, Table 4 through Table 11, report the attrition rates by level of instruction, district size, urban versus rural districts, type of administrative plan, geographic region, service delivery model, and type of assignment (teaching versus support personnel).

Table 4 reports the attrition rates for 1990-91 by level of instruction. The highest rate for preschool/primary had a very small sample size of only five individuals. While there were some differences, ranging from 7 to 12% for the other levels of instruction, there were no apparent trends. For example, one might hypothesize that attrition rates would increase as the personnel worked with the older, perhaps more difficult to control, students. In actuality, the lowest rate was at the senior high level.

Table 5 contains the attrition data by size of school district, dividing the districts into three categories by the number of special personnel employed:

a. Large districts employing 100 or more personnel

b. Medium districts employing 11 to 99 personnel

c. Small districts employing 10 or less personnel

The attrition rate in the large districts, at 7.8%, was 2.4% less that the medium districts and 3% less than in the small districts.

Table 6 compares the attrition rate for urban versus rural districts. An urban district was operationally defined as any district located in one of four counties: Sedgwick, Shawnee, Johnson, or Wyandotte. This included a total of 25 school districts. The rest of the 279 school districts in the other 101 counties were tabulated as rural districts. The attrition rates in the rural districts was 2.4% higher than in the urban ones.

Table 7 reports attrition data by the administrative organization plan of the district. The following definitions are used:

a. The term "single district" is used to describe a school district that provides all or most of its special education needs with their own personnel. If they use the services of another district, it is usually on the basis of an individual contract for a student.

b. Cooperatives and Interlocals are both used to describe groups of school districts that band together to provide services. An essential difference between the two is that a cooperative is sponsored by an existing school district, and governed by the sponsoring district's board of education. An interlocal establishes their own board and functions independently, except they cannot levy direct property taxes.

c. There were a few personnel who could not be assigned to one of these groups; they are included in the "other" category.

For the three major administrative plans, the interlocal plan had an attrition rate about 2% higher than the average.

The geographic regions of Table 8 are identical to those used by Skillett (1989). A map of the state is provided to locate the regions. This year the attrition rates are slightly higher in the western, more rural areas of the state. The lowest rate was in area 7, the Wyandotte-Johnson County area. The data does tend to vary from year to year. For example, last year the lowest attrition rate was in area 9 (southeast Kansas) at 4.9% (last year's average attrition rate was 7.7%) and the rate in area 1, in the far northwest, was only 7.6% last year.

Table 9 reports the attrition data by service delivery model. The three delivery models with the most personnel (itinerant, resource and self-contained) were at approximately the same attrition levels. The consultant delivery model was the highest at 12.1%.

Tables 10 and 11 contain the same data found in Table 2, but the data have been separated to provide attrition rates for those personnel who have teaching as a primary responsibility (Table 10) and those who are mainly support personnel (Table 11). The data for 1990-91 indicate that there is little difference in attrition rates between the teaching personnel and the support personnel.

References

McKnab, P. (1991). Attrition of special education personnel in Kansas for the 1989-90 school year. Unpublished report. Emporia State University.

Skillett, J. (1992). Teacher supply and demand in Kansas public schools: Thirteenth annual survey. Emporia, KS, Emporia State University Press.

Table 1. Special education attrition rates for 1977 through 1991

Year	Employed	Leavers	Percent Leavers
1976-77	2460	373	15.2
1977-78	2894	479	16.6
1978-79	3272	573	17.5
1079-80	3551	573	16.1
1980-81	3955	601	15.2
1981-82	4110	458	11.1
1982-83	4329	545	12.6
1983-84	4400	649	14.7
1984-85	4533	681	15.0
1985-86	4660	495	10.6
1986-87	4798	561	11.7
1987-88	4774	468	9.8
1988-89	4977	485	9.7
1989-90	5223	402	7.7
1990-91	5469	504	9.2
TOTAL	63405	7847	12.4

Interpretation: During the 1990-91 school year 5469 personnel were employed in special education in Kansas; 504 did not return in special education, in Kansas, for the 1991-92 school year, for a rate of 9.2 %.

Table 2. Special education personnel attrition by category: 1990-91 to 1991-92

Category	1990-91 Employed	1991-92 Leavers	Percent Leavers
Art Therapy	3	1	33
Homebound	9	2	22
Occupational Therapy	108	18	17
SEIMC (Material Centers)	41	6	15
Interrelated TMR/SMH	36	5	14
Nurse	124	16	13
Hearing Impaired	79	10	13
Audiology	24	3	12
Counselors	40	5	12
Special Needs	53	6	11
Severe/Multiple Handicapped	91	10	11
Gifted	460	50	11
Speech/Language	542	57	11
Behavior Disorders	515	52	10
Music Therapy	20	2	10
Physical Therapy	81	8	10
Educable MR	291	28	10
Interrelated EMR/TMR	63	6	10
Interrelated Other	95	9	09
Trainable MR	135	12	09
Visually Impaired	35	3	09
Interrelated LD/EMR	237	20	08
Interrelated LD/EMR/BD	331	27	08
School Psychology	393	32	08
Early Childhood Handicapped	223	17	08
Learning Disabled	824	61	07
Supervisor	58	4	07
Social Work	197	13	07
Interrelated LD/BD	139	9	06
Special Ed Administration	111	7	06
Work Study	32	2	06
Adapted PE	43	2	05
Diagnostic Teacher	22	1	05
Physically Impaired	13	0	00
Recreation Therapy	1	0	00
Dance/Movement Therapy	0	0	00
Total	5469	504	09
Total for Interrelated	901	76	08

Interpretation: Of the 3 art therapists employed in special education in 1990-91, 1 did not return for the 1991-92 school year in special education in Kansas for an attrition rate of 33%.

Table 3. Total special education attrition by category 1976-77 through 1990-91

	1977-91 Employed	1977-91 Leavers	Percent Leavers
Dance/Movement Therapy	3	1	33
Recreation Therapy	3	1	33
Other	698	173	25
Counselors	305	57	19
Art Therapy	17	3	18
Physical Therapy	632	100	16
Interrelated	3338	528	16
Severe/Multiple Handicapped	1340	205	15
Special Needs	287	43	15
Homebound	334	50	15
Behavior Disorders *	6048	902	15
Occupational Therapy	813	121	15
Adapted PE	349	50	14
Hearing Impaired	992	141	14
Trainable MR	2182	298	14
Educable MR	6350	859	14
Audiology	230	30	13
Interrelated TMR/SMH	138	18	13
Gifted	4913	590	12
Early Childhood Handicapped	1189	142	12
Speech/Language	6519	770	12
SEIMC (Material Centers)	400	47	12
Learning Disabled	12049	1415	12
Nurse	963	109	11
Interrelated Other	256	27	11
Music Therapy	95	10	11
Social Work	1640	170	10
Visually Impaired	416	40	10
Interrelated LD/EMR/BD	1698	158	09
School Psychology	4853	445	09
Interrelated LD/EMR	1327	116	09
Interrelated EMR/TMR	268	23	09
Special Ed Administration	1377	114	08
Work Study	159	13	08
Interrelated LD/BD	641	49	08
Physically Impaired	240	14	06
Supervisor	247	13	05
Diagnostic Teacher	96	2	02
Total	63405	7847	12
Interrelated total	7666	919	12

* Interpretation: For the category of behavior disorders, for the years of 1976-77 through 1990-91, 6048 personnel were employed. During that time a total of 902 were leavers during one of the years, for an attrition rate of 15 %.

Table 4. Special education attrition by level of instruction: 1990-91 to 1991-92.

Level of Instruction	Personnel Employed 1990-91	1991-92 Leavers	Percent Leavers
Preschool	264	25	9
Primary	451	51	11
Intermediate	135	16	12
Junior High	376	31	8
Senior High	532	38	7
Preschool/Primary	5	2	40
Primary/Intermediate	1218	112	9
Intermediate/Junior High	299	27	9
Junior High/Senior High	468	46	10
All Levels	1721	156	9
Total	5469	504	9.2

Table 5. Special education attrition for large districts medium districts and small districts: 1990-91 to 1991-92.

	Number of Districts	Personnel Employed 1990-91	1991-91 Leavers	Percent Leavers
Large Districts	10	2462	193	7.8
Medium Districts	64	2869	295	10.2
Small Districts	42	135	16	11.8
Total	116	5469	504	9.2

Definitions: A large district was defined as having 100 or more special education personnel.

A medium district has 11 to 99 special education personnel.

A small district has 10 or less personnel.

Table 6. Special education attrition for urban districts and rural districts: 1990-91 to 1991-92.

District Location	Personnel Employed 1990-91	1991-92 Leavers	Percent Leavers
Urban	2473	196	7.9
Rural	2996	308	10.3
Total	5469	504	9.2

Table 7. Special education attrition by type of administrative plan: 1990-91 to 1991-92.

Administrative Plan	Personnel Employed 1990-91	1991-92 Leavers	Percent Leavers
Interlocal	1086	116	11
Cooperative	2268	187	8
Single district	2001	187	9
Other	114	14	13
Total	5469	504	9.2

Table 8. Special education attrition by geographic region of the state: 1990-91 to 1991-92.

Geographic Region	Personnel Employed 1990-91	1991-92 Leavers	Percent Leavers
1	278	29	10
2	362	37	10
3	368	41	11
4	704	73	10
5	823	80	10
6	446	49	9
7	1176	77	6
8	846	76	8
9	466	42	9
Total	5469	504	9.2

Table 9. Special education attrition by type of service delivery model: 1990-91 to 1991-92.

Service Delivery Model	Personnel Employed 1990-91	1991-92 Leavers	Percent Leavers
Consultant	356	43	12.1
Itinerant	1892	181	9.6
Resource	1702	146	8.6
Self-contained	1357	125	9.2
Not Indicated	162	9	5.5
Total	5469	504	9.2

State of Kansas

Geographic Regions

(to accompany Table 8)

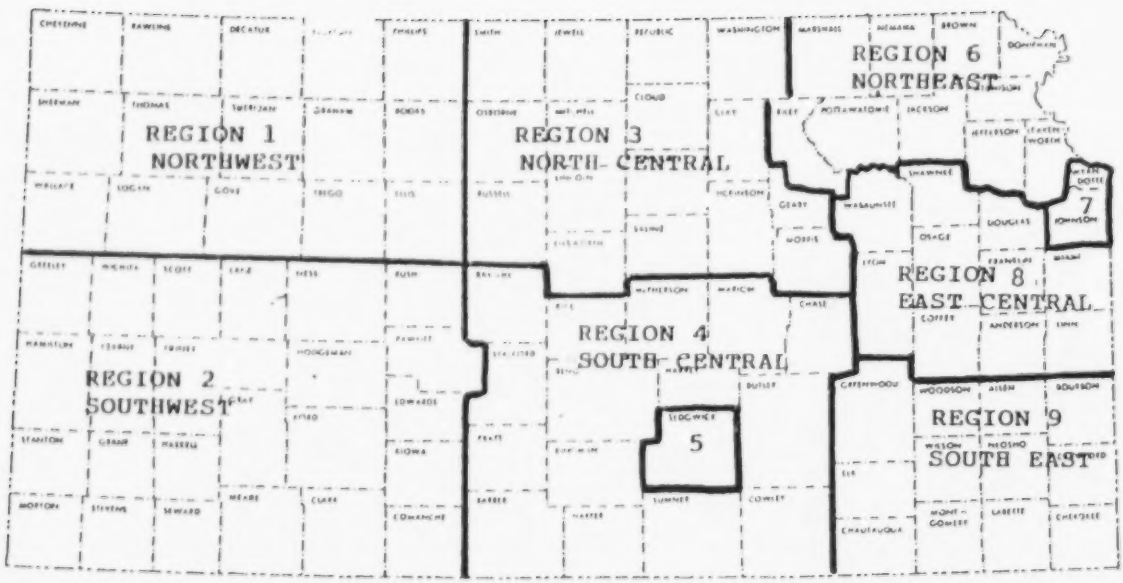

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Table 10. Special education attrition for teaching personnel: 1990-91 to 1991-92.

Category	Personnel Employed 1990-91	1991-92 Leavers	Percent Leavers
Homebound	9	2	22
Interrelated TMR/SMH	36	5	14
Hearing Impaired	79	10	13
Gifted	460	50	11
Severe/Multiple Handicapped	91	10	11
Special Needs	53	6	11
Educable MR	291	28	10
Behavior Disorders	515	52	10
Interrelated EMR/TMR	63	6	10
Interrelated OTHER	95	9	10
Trainable MR	135	12	9
Visually Impaired	35	3	9
Early Childhood Handicapped	223	17	8
Interrelated LD/EMR	237	20	8
Interrelated LD/EMR/BD	331	27	8
Learning Disabled	824	61	7
Interrelated LD/BD	139	9	7
Work Study	32	2	6
Adapted PE	43	2	5
Diagnostic Teacher	22	1	5
Physically Impaired	13	0	0
Total	3726	332	9

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Table 11. Special education attrition for support personnel: 1990-91 to 1991-92.

Category	Personnel Employed 1990-91	1991-92 Leavers	Percent Leavers
Art Therapy	3	1	33
Occupational Therapy	108	18	17
SEIMC (Material Centers)	41	6	15
Nurse	124	16	13
Audiology	24	3	13
Counselors	40	5	13
Speech/Language	542	57	11
Physical Therapy	81	8	10
Music Therapy	20	2	10
School Psychology	393	32	8
Social Work	197	13	7
Supervisor	58	4	7
Special Ed. Administration	111	7	6
Recreation Therapy	1	0	0
Dance/Movement Therapy	0	0	
Total	1743	172	10